

2 May 1978

STAT MEMORANDUM FOR: [REDACTED]
Office of Legislative Counsel

STAT FROM: [REDACTED]
Deputy Director of Medical Services

SUBJECT: Recruitment and Retention of Physicians
by the CIA

1. As we agreed, I am submitting the following information in response to the questions you raised in our 20 April 1978 meeting.

2. The quit rate for Agency physicians has averaged three per year since 1972. The vacancies filled per year have averaged three. The average time vacancies have remained unfilled has been seven months. We have no information concerning how many vacancies there were at the end of each year.

3. In fiscal year 1978 the Office of Medical Services has had three physician vacancies and the following scenario of attempting to fill these vacancies is representative of the situation that has confronted the office since its formation: For a newly created position we have been recruiting for the past seven months. Although we do not have a definite commitment from a physician applicant, we are hopeful of filling the position within three months. If this is accomplished, this position would have been unfilled for 12 months. For an overseas project medical officer position we have been recruiting for the past four months and know that it will be at least six months before the physician identified for this position will be available for assignment. This will leave this position vacant for six months. For an unforeseen Headquarters vacancy we are planning to transfer a physician from overseas short of tour but this will still leave the Headquarters position

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vacant for six months. In the process of accomplishing the above and to minimize the impact of the vacancies, we have ended two other physicians' assignments short of tour and scheduled two other physicians to serve TDY assignments of varying lengths.

4. If we may be of further assistance to you, please don't hesitate to call.

cc: MSDO/GMS

STAT OMS/MSDO: [redacted] :clp

Orig & 1 - Addressee
1 - MSDO/OMS
2 - O-D/MS Files

STAT